



# Our Lady of the Visitation Catholic Primary School

## EQUALITY POLICY

This policy is carried out in the light of our Mission Statement

**'We Learn, Love and Grow Through Christ'**

Core Purpose – School Mission Statement

<b>Date of Ratification:</b>	<b>September 2014</b>	<b>Signed:</b> <i>Kathleen Coll</i> <b>Miss K. Coll (HEAD TEACHER)</b> <b>Mrs H.McKenzie (CHAIR OF GOVERNORS)</b>
<b>Review date:</b>	<b>September 2016</b>	<b>Signed:</b> <i>Kathleen Coll</i> <b>Miss K. Coll (HEAD TEACHER)</b> <b>Mrs H.McKenzie (CHAIR OF GOVERNORS)</b>
<b>Review date:</b>		<b>Signed:</b> <b>Miss K. Coll (HEAD TEACHER)</b> <b>Mrs H.McKenzie (CHAIR OF GOVERNORS)</b>

### Safeguarding Statement

At Our Lady of the Visitation Catholic Primary School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Our Lady of the Visitation Catholic Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

## **Equality Policy**

Everyone has the right to be treated with dignity and respect.

### **Overview**

Our school welcomes our duties under the Equality Act 2010. The Act prohibits direct and indirect discrimination, harassment and victimisation of people on the grounds of protected characteristics – disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and age.

The Equality Act 2010 requires us to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people from different equality groups

This is called the Public Sector Equality Duty (PSED) and its purpose is to promote equality for all.

In brief, this means that as a school we must consciously think about these three aims as part of our decision making processes and pay due regard to equality issues within all our key policies and future planning.

- We value all learners equally.
- We recognise and respect difference.
- We foster positive attitudes and relationships, and a shared sense of cohesion and belonging.
- We observe good equalities practice in staff recruitment, retention and development
- We aim to reduce and remove inequalities and barriers that already exist.
- We consult and involve widely
- We monitor that all school policies are compliant with the Equality Act 2010

### **Objective**

- We will ensure that every pupil irrespective of race, disability, gender, religion and belief or sexual orientation is able to achieve high standards and that strategies are in place to tackle under-achievement. (Accurate use of tracking data and assessment will be used to ascertain whether a pupil is underachieving.)
- We will ensure that every pupil has access to the necessary teaching and support required to enable them to achieve their highest potential (evidence to be monitored will include lesson observations, 'learning walks', schemes of work, lesson plans.)
- We will ensure that the school's procedures for disciplining pupils and managing behaviour are fair, effective and equitable (evidence to be monitored will include exclusion data and monitoring of behaviour.)

### **Review 2015/2016**

The school's population, including its workforce, continues to reflect the local community that it is located in. We believe that we have maintained our dedication, and given due regard to the three overarching aims of the equality duty. In relation to our three objectives, both internal and external data implies that we have met all of these aims for this academic year.